

OFFICIAL GAZETTE

GOVERNMENT OF GOA

EXTRAORDINARY

No. 2

GOVERNMENT OF GOA

Department of Labour

Notification

No. 25/4/88-ILD

Whereas the draft notification for fixing the minimum rates of wages payable to the various categories of employees employed in various trades in the scheduled employment of "Employment in Breweries and Distilleries" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), in the Official Gazette, No. 36, Series I, dated 8-12-1988 under the Notification No. 25/4/88-ILD, dated 17-11-1988 of the Department of Labour, Government of Goa, inviting objections and suggestion from any person likely to be affected thereby before the expiry of two months from the date of publication of the said Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 8th December, 1988;

And whereas no objections and suggestions have been received from the public on the said draft Notification.

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Government of Goa, after complying with the requirements of pre-publication, hereby fixes with effect from 1-4-1989 the minimum rates of wages payable to the categories of employees employed in

"Employment in Breweries and Distilleries" as shown in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
1	2	3

Category — I.

1.	Manager	Rs. 34.00 per day or
2.	Head Clerk	Rs. 204.00 per week or
3.	Accountant	Rs. 884.00 per month.
4.	Chemist	
5.	Section Head	
6.	Sales Supervisor	
7.	Head Operator	
8.	Head air conditioning operator	

Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

Category — II (A)

1.	Machine Operator	Rs. 29.00 per day or
2.	Air conditioning Operator	Rs. 174.00 per week or
3.	Fitter Operator.	Rs. 754.00 per month

Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

Category — II (B)

1.	Mechanic	Rs. 27.00 per day or
2.	Refrigeration Mechanic	Rs. 162.00 per week or
3.	Mechanic Supervisor	Rs. 702.00 per month.
4.	Cashier	
5.	Steno Typist	
6.	Supervisor	
7.	Accounts Clerk/Driver	

Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

Category — III.

1.	Clerk	Rs. 29.00 per day or
2.	Electrician	Rs. 174.00 per week or
3.	Operator	Rs. 754.00 per month.
4.	Store Keeper	
5.	Sales Supervisor	

6. Car/Van driver
7. Laboratory Assistant
8. Loading hand
9. Store clerk
10. Asstt. Operator
11. Asstt. Air conditioning Operator
12. Welder

Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

Category — IV.

- | | |
|-------------------------|-----------------------|
| 1. Laboratory Asstt. | Rs. 15.00 per day or |
| 2. Trainee Lab. Chemist | Rs. 90.00 per week or |
| 3. Trainee operator | Rs. 390.00 per month |
| 4. Trainee Charge Hand | |
| 5. Gardener | |
| 6. Bottle washer | |
| 7. Peon | |
| 8. Worker | |
| 9. Watchman | |
| 10. Labourer/Sweeper | |
| 11. Boiler Attendant | |
| 12. Asstt. Fitter | |
| 13. Asstt. Operator. | |

Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

Explanation for the purpose of this Notification.

1. Where in any area or establishment scheduled employment wages fixed under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or contractors' Regulations attached to the conditions of Contract, the higher rate would be payable as Minimum Wages under this Notification.
2. The minimum rates of wages fixed are inclusive rates including the wages for the weekly day of rest.
3. The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors etc.,
4. Both men and women workers have to be paid the same rates of wages fixed for the same category or for equal work.
5. The minimum rates of wages payable to, an adolescent certified to work as an adult shall be the same as payable to an adult. In case he or she is certified to work as an adolescent only, the rates of wages payable shall be 80% of the minimum rates of wages fixed for adults.
6. Where part-time workers are employed they should be paid on pro-rata wages in accordance with the number of hours of work done.
7. Where payment is made on piece-rate basis for any of the categories for which time-rate is fixed the wages of the employees shall not be less than the minimum time rate fixed a normal days work.

By order and in the name of the Governor of Goa.

Subhash V. Elekar, Under Secretary (Labour).

Panaji, 24th April, 1989.

Notification

No. 25/5/88-ILD

Whereas the draft notification for fixing the minimum rates of wages payable to the various categories of employees employed in various trades in the scheduled employment of "Employment in processing and canning of foodstuffs including fish and beverages" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), in the Official Gazette, No. 32, Series I, dated 10-11-1988 under the Notification No. 25/5/88-ILD dated 28-9-1988 of the Department of Labour, Government of Goa, inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 10-11-1988;

And whereas no objections and suggestions have been received from the public on the said draft Notification.

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after complying with the requirements of pre-publication, hereby fixes with effect from 1-4-1989 the minimum rates of wages payable to the categories of employees employed in "Employment in processing and canning of foodstuffs including fish and beverages", as shown in the Schedule below: —

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
1	2	3
Category I.		
A — 1. Manager		
2.	Accountant	Rs. 34.00 per day or
3.	Head Operator	Rs. 284.00 per week or
4.	Head Conditioning Operator	Rs. 884.00 per month.
5.	Chemist	
6.	Sales Supervisor	
7.	Chemist	
8.	Sales Supervisor	
9.	Head Operator	
10.	Office-In-Charge	
11.	All other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

B— 1. Store Keeper	Rs. 29.00 per day or
2. Clerk	Rs. 174.00 per week or
3. Steno Typist	Rs. 754.00 per month.
4. Supervisor	
5. Driver	
6. Salesman	
7. Operator	
8. Grader	
9. Washing Machine Operator	
10. Cashier	
11. Electrician	
12. Carpenter	
13. Refrigerator Mechanic/Operator	
14. Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

Category II

1. Junior Mechanic	Rs. 23.00 per day or
2. Asstt. Store Keeper	Rs. 138.00 per week or
3. Dealing Boy	Rs. 598.00 per month.
4. Mechanic Operator	
5. Processor	
6. Feeding Machine Operator	
7. Machine Operator	
8. Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

Category III

1. Grinder	Rs. 15.00 per day or
2. Mixer	Rs. 90.00 per week or
3. Cleaner/Washer	Rs. 390.00 per month.
4. Helper	
5. Peeler	
6. Gardener	
7. Labourer	
8. Bottle Loading Operator	
9. Ice Loader	
10. Loader	
11. Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

Explanation for the purpose of this notification:

- Where in any area or establishment scheduled employment wages fixed under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or Contractors' Regulations attached to the conditions of Contract, the higher rate would be payable as Minimum Wages under this Notification.
- The minimum rates of wages fixed are inclusive rates including the wages for the weekly day of rest.

- The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors, etc.
- Both men and women workers have to be paid the same rates of wages fixed for the same category or for equal work.
- The minimum rates of wages payable to, an adolescent certified to work as an adult shall be the same as payable to an adult. In case he or she is certified to work as an adolescent only, the rates of wages payable shall be 80% of the minimum rates of wages fixed for adults.
- Where part-time workers are employed they should be paid on pro-rata wages in accordance with the number of hours of work done.
- Where payment is made on piece-rate basis for any of the categories for which time-rate is fixed the wages of the employers shall not be less than the minimum time rate fixed for a normal days work.

By order and in the name of the Governor of Goa.

Subhash, V. Elekar, Under Secretary (Labour).

Panaji, 24th April, 1989.

Notification

No. 25/6/88-ILD

Whereas the draft notification for fixing the minimum rates of wages payable to the various categories of employees employed in various trades in the scheduled employment of "Employment in saw Mills" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), in the Official Gazette, No. 35, Series I, dated 1-12-1988, under the Notification No. 25/6/88-ILD dated 28-10-1988 of the Department of Labour, Government of Goa, inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 1-12-1988;

And whereas no objections and suggestions have been received from the public on the said draft Notification.

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1958), the Government of Goa, after complying with the requirements of pre-publication, hereby fixes with effect from 1-4-1989 the minimum rates of wages payable to the categories of employees employed in

"Employment in Saw Mills" as shown in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages Goa
1	2	3

Unskilled:

1.	Helper	Rs. 15.00 per day.
2.	Mazdoor/Coolie/Labourer	Rs. 90.00 per week or Rs. 390.00 per month.
3.	Office Boy	
4.	Peon	
5.	Cleaner	
6.	Gardener	
7.	Chowkidar/Watchman	
8.	Manai/Hamal	
9.	Sweeper	
10.	Weighman	
11.	Bullock-Cart Driver	
12.	Water carrier	
13.	Attendant	
14.	Messenger	
15.	Porter	

Any other category by whatever name called doing the work of the nature done by persons falling under foregoing entries.

Semi-skilled:

1.	Assist. Cutter	Rs. 22.00 per day or
2.	Assist. Sharpner	Rs. 132.00 per week or
3.	Assist. Operator	Rs. 572.00 per month.
4.	Assist. Bensaw Man	
5.	Assist. Carpenter	
6.	Assist. Polisher	
7.	Assist. Mistri	
8.	Assist. Dharwala	
9.	Coalman	

Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries

Skilled:

1.	Head Mistri	Rs. 27.00 per day or
2.	Cutter	Rs. 162.00 per week or
3.	Supervisor	Rs. 702.00 per month.
4.	Sharpner (Dharwala)	
5.	Cutter Machine Operator	
6.	Polisher	
7.	Upholsterer	
8.	Artist	
9.	Driver	
10.	Painter	
11.	Carpenter	
12.	Bensaw Man	
13.	Dharwala	

Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries

General Staff:

A.	1. Manager	Rs. 35.00 per day or Rs. 210.00 per week or Rs. 910.00 per month.
B.	1. Accountant	Rs. 30.00 per day or
	2. Office Incharge	Rs. 180.00 per week or Rs. 780.00 per month.

C.	1. Accounts-Clerk	Rs. 27.00 per day or
	2. Cashier	Rs. 162.00 per week or
	3. Clerk	Rs. 702.00 per month.
	4. Store Keeper	

Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

Explanation for the purpose of this Notification:—

- I. a) The minimum rates of wages shall consist of an all inclusive rates of wages
- b) The minimum rate of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is fixed shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest paise;
- c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed shall be computed by multiplying the daily rate by 26.
- II. a) Unskilled work is one which involves simple operation requiring no skill or experience on the job.
- b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.
- c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational Institution and the performance of which called for initiative and judgement.
- III. The minimum rates of wages shall be applicable to employees engaged by the Principal employer or contractors or sub-contractors, etc. working on their employments.
- IV. Both male and female workmen shall be paid same rates of wages fixed for the same category or similar work.
- V. In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages fixed for the class/category to which it belongs under this Notification.
- VI. The minimum rates of wages payable to an adolescent shall be the same as of an adult fixed under this Notification. In case he or she is certified to work only as an adolescent, the rate of wages payable shall be 80 per cent of the minimum rates of wages fixed for adults.

By order and in the name of the Governor of Goa.

Subhash V. Elekar, Under Secretary (Labour).

Panaji, 24th April, 1989.

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